

DAWIA II Transformation

Managing Development of the AT&L Workforce

Presented to

**The Other Defense Agency (ODA) Policy Forum
February 10, 2005**

Agenda

- **FY04 NDAA DAWIA - Congressional Intent**
- **DAWIA II Concepts**
 - **Single Acquisition Corps**
 - **Centralized Policy, Guidance and Metrics**
 - **Integrated AT&L Workforce Management Structure**
 - **Key Leadership Positions**
 - **Flexibility to Establish Different AT&L Positions Requirements**
- **Implementation Strategy**

FY04 NDAA DAWIA Congressional Intent

Greater Management Flexibility, Specifically...

- Flexibility to establish different experience, educational, and tenure requirements for acquisition positions**
- Establish a single acquisition corps**
- Streamline obsolete and outdated DAWIA provisions**

Single Acquisition Corps

- **Centralized Policy and Guidance**
 - **Military Departments and Defense Agencies execute centralized policy**
 - **Uniform Eligibility/Entry Criteria Across Components**
 - **Limited Waivers**
- **New Accountability and Oversight**
 - **Centralized Metrics**
 - **Single DoD management information system (MIS)**
 - **Senior leadership oversight**

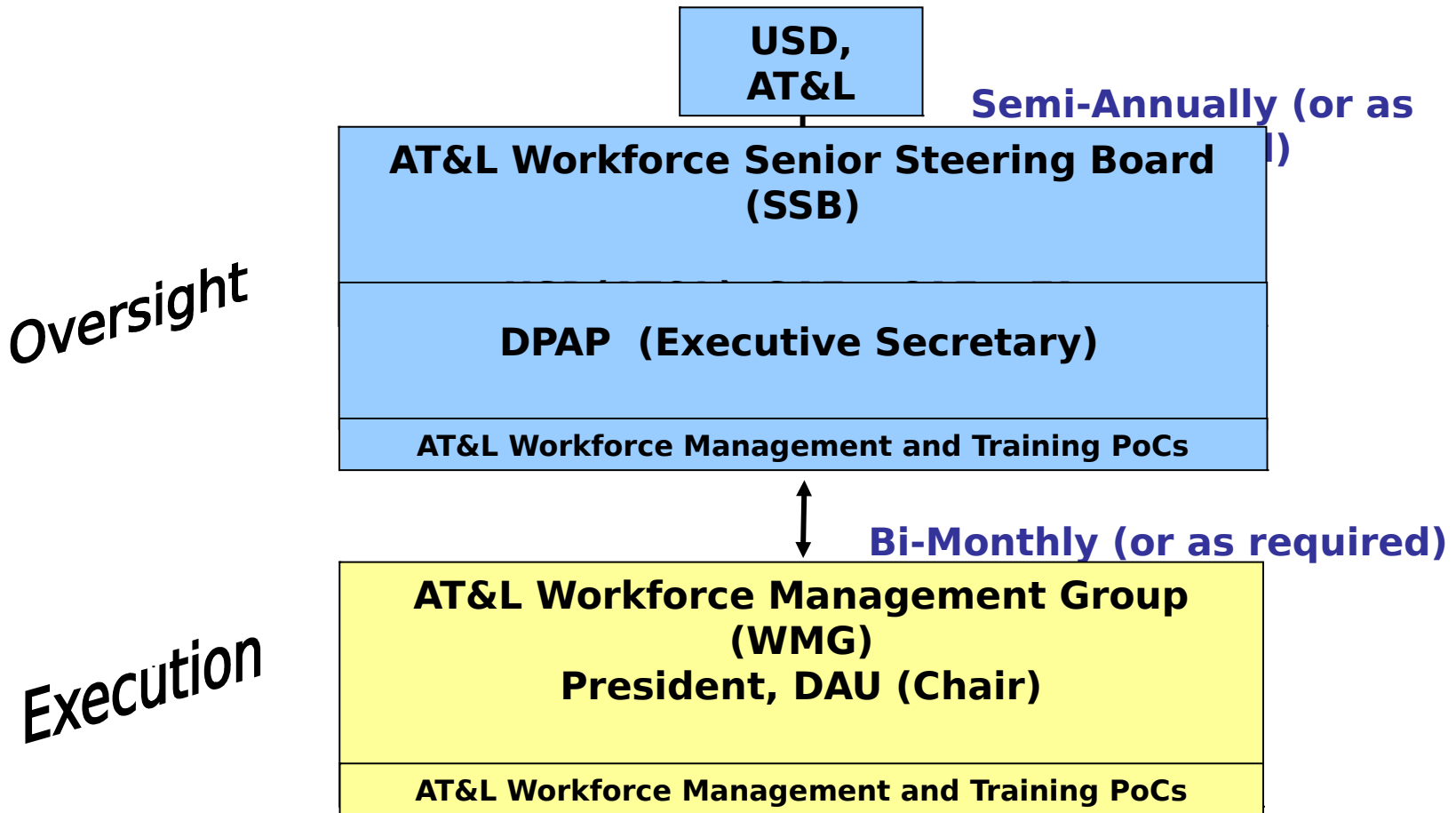
Centralized Policy, Guidance and Metrics; Decentralized Execution

- **Top-level DoD Policy**

~~5+ DoD-level documents~~ → **2 DoD-level Documents**
~~230+ pages~~ **38 pages**

- **Flexibility for component execution**
 - **Non-regulatory Desk Guide for component execution**
- **Integrated Management Structure to:**
 - **Provide oversight**
 - **Manage flexibility**
 - **Hold components accountable for results**

Integrated AT&L Workforce Management Structure



The Need for Key Leadership Positions

- **Critical Acquisition Positions (CAPs) are designated based on grade/rank - not the criticality of duties to be performed.**

DAWIA: The SECDEF shall designate acquisition positions in the DoD that are critical acquisition positions. Such positions shall include any position which

- is required to be filled by an employee within grade GS-14 or above or in the SES
- in the case of the armed forces, is required to be filled by a commissioned officer who is serving in the grade of lieutenant colonel higher.

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- is required to be filled by an employee in a senior position in the National Security Personnel System, as determined in accordance with guidelines prescribed by the Secretary, or in the SES...

- **Approximately 21,000 AT&J Workforce positions are designated as CAPs.**
- **It is difficult to provide leadership attention to 21,000 people/positions.**

Key Leadership Positions

Flexibility to Establish Position Requirements

- **Designated by the Component and approved by the USD(AT&L)**
 - Based on the critical nature of the acquisition program or effort involved AND the criticality of the position to the success of that program or effort.
 - Warrant special management attention to qualification and tenure requirements.
 - Flexibility to establish unique additional minimum requirements.
 - Tenure period tailored to unique requirements of the specific program or effort to be performed (significant milestones, events or efforts).
- KLPs, at a minimum, shall consist of PEOs, PMs and DPMs for MDAPs, and PEOs and PMs of significant non-major programs.
- **Criteria established to determine best qualified candidates for KLPs.**
 - Cross functional assignments/rotations
 - Senior Service College (or equivalent)
 - Broadening assignments, e.g., Service HQs/OSD/Joint/Industry/Operational
 - Relevant advance academic degree
 - Leadership training and experience
- **USD(AT&L) to hold number of KLPs at approximately 1500.**

DAWIA II Implementation Strategy

- DoD Directive 5000.52
 - Signed by Dep Sec Def January 12, 2005
 - The revised directive can be downloaded at <http://www.dtic.mil/whs/directives/corres/html/500052.htm>
- DoD “5000.52” Instruction
- DoD Desk Guide for AT&L Workforce Career Management
- DoD DAWIA II Implementation Website
- DAWIA II Briefing
- Learning Module
- Component Guides and/or Website Links